



## **NEWS RELEASE**

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Media Contact: Joe DiLaura 317-232-3396

Josh Richardson 317-233-0998

### **New career guides to help Hoosiers find pathways to high-paying jobs**

INDIANAPOLIS (March 23, 2007) -- The Indiana Department of Workforce Development has developed new career guides to help Hoosiers plan their career paths to jobs with better wages, greater security and job satisfaction.

A key concept in the career guides is "skill pathways" which make the connection between education and increased wages and greater job opportunities. Skill pathways emphasize the transferability of skills and the importance of increased education and skill development. Categorizing occupations by the skills that are vital to job success help make the case that skills are transferable to seemingly unrelated occupations and industries.

"The guides are intended to serve as a resource and reference tool for workers in transition, those affected by layoffs, students, and others and are intended to help get across the message that "the more you learn, the more you earn," said Andrew Penca, Commissioner of the Department of Workforce Development. "They provide a wealth of information on job opportunities, employment prospects and educational requirements for the 21<sup>st</sup> century. They can help Hoosiers rise up one level."

The guides focus attention on the ten basic skills critical for success. Those ten skills are active learning, active listening, critical thinking, learning strategies, mathematics, monitoring, reading comprehension, science, writing, speaking, and computer skills. The guide also suggests that computer skills, such as using electronic mail and the Internet, and word processing, spreadsheet and presentation software are also becoming increasingly important for success in the 21<sup>st</sup> century workplace. "Computer and technology skills are being cited by employers as a basic requirement for today's jobs," Penca said.

In addition to the ten basic and computer skills, 25 "high-wage, high-demand" skills that are the basis for the skills pathways are described. The guides promote the notion of "transferability" of skills from one job or career to another, and help direct students and workers with developing the necessary skills for success in today's job market.

Individuals will be able to chart their own pathways to high-wage and high-demand occupations using the skill pathways: Working with People; Working with Things; Working with Systems; and Working with Information and Concepts.

The skill pathways model also illustrates the “Learn More, Earn More” vision, as increased skill development and education lead to higher wages in Indiana’s hot jobs. It is not intended to replace industry classifications, but rather to provide an added tool for career exploration and job analysis.

The guides are individually tailored for two groups of Hoosiers:

- Experienced Hoosier workers that find themselves unemployed, underemployed or simply dissatisfied with their current jobs.
- Those currently in school, planning their careers for the first time.

The guides also list average salary and wage information for the hot jobs projected for Indiana.

The guides will be available at the state’s WorkOne centers, Ivy Tech Community College campuses, high school guidance offices, and other two- and four-year higher education and career planning offices. The guide is also available on line at <http://www.in.gov/dwd/careerguides/>.